



FACILITATED IEP IN ARIZONA

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Dispute Resolution**

DISPUTE RESOLUTION EARLY INTERVENTION SPECIALISTS

- Provide technical assistance to parents and schools seeking early resolution of complaints, in addition to providing guidance on the formal dispute resolution options available under the IDEA
- Establish a facilitated individualized education program (IEP) training and system for the state of Arizona



WHAT IS A FACILITATED IEP MEETING?

- A facilitated individualized education program meeting is one in which:
 - A neutral person (an IEP team facilitator) or a team leader assists the IEP team in developing an IEP that provides a free appropriate public education (FAPE) to the student
 - An IEP is developed by a collaborative team whose members share responsibility for the meeting process and results
 - Decision-making and any conflicts that arise are managed through the use of facilitation skills
 - Keeps the meeting focused on the student



WHAT ARE THE BENEFITS OF USING THE FACILITATED IEP PROCESS?

- Builds and improves relationships among IEP team members and between parents and schools
- Keeps the meeting focused on the student
- Models effective communication and listening
- Provides opportunities for team members to resolve conflicts if they arise
- Supports the full participation of all IEP team members
- No cost to the parties and typically less stressful than formal dispute resolution options
- Is the IEP meeting and thus does not require a separate meeting



NATIONAL TRENDS IN DISPUTE RESOLUTION UNDER THE IDEA

- The IDEA requires states to offer formal processes to resolve conflicts arising between parents and schools. Use of these formal processes has declined since the full implementation of IDEA 2004. Much of that decline results from the use of early, more collaborative approaches to resolve IDEA-related disputes between families and schools.



NATIONAL TRENDS IN DISPUTE RESOLUTION UNDER THE IDEA

- States are making significant investments in early collaborative alternative dispute resolution activities:
 - 41 states and jurisdictions are providing, developing, or exploring the use of IEP facilitation;
 - 29 of these currently offer IEP facilitation statewide (compared to 8 in 2005); and
 - 23 states have supported other activities, including local capacity building, ombudspersons, stakeholder training, advisory opinions, and other innovative approaches.
- Some states indicate that the use of collaborative approaches is linked to less use of formal processes, leading to fiscal savings, increased system efficiencies, and improved school-family relationships.



ARIZONA STEP 1: IEP FACILITATION TRAININGS

- Dispute Resolution committed to provide state-wide FIEP trainings during the 2014-2015 school year to build capacity
- As of January 2015, 6 regional trainings have been held with 145 school staff in attendance
- Three additional trainings have been scheduled for the spring of 2015
- Additional trainings will continued to be offered



IEP FACILITATION TRAININGS

- Dispute resolution believes there are three required components that are needed to facilitate a successful IEP meeting:
 1. Standardized meeting practices
 2. Knowledge of the IEP process
 3. The use of meeting management skills that aid in minimizing conflict and maximizing collaboration



THE AGENDA

DAY 1- THE NUTS AND BOLTS

Welcome and Introductions

Worst Case IEP Meetings

Facilitation Definitions and Benefits

What are the three components needed for a successful IEP meeting?

Standardized Meeting Practices

Break

Standardized Meeting Practices Continued

Wrap up

Lunch

The IEP Process

Break

The IEP Process Continued

Wrap up



THE AGENDA

DAY 2- THE PEOPLE And Managing the IEP Meeting

Communication Skills

Considering the Parent

Conflict

Role-Play and Reflection

Break

Interest vs Position

Role-Play and Reflection

Lunch

Meeting Tools

Role-Play and Reflection

Break

Facilitation Techniques

Handling Difficult People

Role-Play and Reflection

Dealing with Impasse

Role-Play and Reflection

How can this work for your district or charter?



ARIZONA STEP 2: STATE-WIDE FACILITATED IEP SYSTEM

- During the 2015-2016 school year, a state-wide facilitated IEP system will be established
- Similar to the current mediation system:
 - The parent(s) or the public education agency must contact ADE/DR to request a facilitation
 - ADE/DR obtains assurances that both parties are willing to participate and a facilitator is assigned
 - At no cost to either party
- A stake-holder work-group is currently working on the program structure



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